REPORT OF

19.11

COMMITTEE ON THE STUDY OF CLOSER RELATIONSHIPS

OF GENERAL INTERDENOMINATIONAL AGENCIES

TO

THE STUDY CONFERENCE

OF REPRESENTATIVES OF THE FOLLOWING AGENCIES -

Federal Council of the Churches of Christ in America International Council of Religious Education Homo Missions Council of North America Foreign Missions Conference of North America Council of Church Boards of Education National Council of Church Women United Stewardship Council Missionary Education Movement of the United States and Canada

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Atlantic City, New Jersey
Dec. 9-11,1941

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REPORT OF COMMITTEE ON THE STUDY OF CLOSER RELATIONSHIPS OF GENERAL INTERDENOMINATIONAL AGENCIES

PART I - INTRODUCTION

I. Origin of Study -

During 1940 a committee representing the International Council of Religious Education, the Foreign Missions Conference of North America, the Home Missions Council, the Council of Women for Home Missions, the National Council of Church Women and the Federal Council of the Churches of Christ in America carried on a preliminary study of the possibility of closer relations among general interchurch agencies.

This committee reported to the agencies represented in it that it had "reached the clear conviction that the desperate need of the modern world calls for a new effort to order the churches! forces in the most effective way; for the reinforcing of each by the strength of all; for united plans for the strongest possible impact of the agencies of the churches on the totality of Christian problems and concerns; and for such closer relationships as will make those objectivos possiblo."

The committee's study revealed three possible types of closer relationships, viz.

- 1. Development of cooperative activities within the present organizational structure.
 - 2. A federation of agencies without surrender of separate identities.
- The organization of a single corporate body replacing the present agoncies.

The Committee presented to the agencies recommendations designed to make possible the study of these plans by a larger and more representative conference. These recommendations, in the form in which they were subsequently approved by the several agencies, provided -

first, for the appointment of an interim committee, consisting of three persons appointed by each participating agency with the Executive Secretary of each agency ex officie, to make further preliminary studies and to arrange for and conduct a representative conference;

second, that this conference, to be held during 1941, consist of 20 (later increased to 25) officially appointed representatives of each participating agoncy; and

third, that attention in this study be particularly directed toward the possibility of a single corporate agency.

These recommondations were adopted and participation in the proposed study and conference was approved by all of the agencies represented in the proliminary committee and by three additional agencies - the Council of Church Boards of Education, the Missionary Education Movement of the U.S. and Canada, and the United Stewardship Council. The list of participating agencies (the Homo Missions Council and the Council of Women for Home Missions having in the

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meantime merged) is, therefore as follows:

Federal Council of the Churches of Christ in America
International Council of Religious Education
Home Missions Council of North America.
Foreign Missions Conference of North America
Council of Church Boards of Education
National Council of Church Women
United Stowardship Council
Missionary Education Movement of the United States and Canada

II. Procedure of Committee -

1. The Committee authorized by these actions was constituted as follows:

Federal Council of Churches of Christ in America

Rev. F. L. Fagley, 287 Fourth Avenue, New York
Rev. C. E. Schaeffer, 1505 Race Street, Philadelphia, Pa.
Rev. William B. Pugh, Witherspeen Building, Philadelphia, Pa.
Rev. S. M. Cavert (ox officio), 297 Fourth Avenue, New York

International Council of Roligious Education

Doan Luther A. Weigle, Yale University Divinity School, New Haven, Conn. President Arle A. Brown, Drow University, Madison, N.J. Rev. A. R. Keppel, 1505 Race Street, Philadelphia, Pa. Rev. Roy G. Ross (ex officio), 203 North Wabash Avenue, Chicago, Ill.

Homo Missions Council of North America

Rov. G. Pitt Beers, 212 Fifth Avenue, New York
Rev. Hermann N. Morse, 156 Fifth Avenue, New York
Mrs. Jonnie C. Callister, 62 Hubbard Place, Brooklyn, N.Y.
Miss Edith E. Lowry or Rov. Mark A. Dawbor (ox officio)297 Fourth Ave.,
New York

Foreign Missions Conference of North America

Rov. Fred Field Goodséll, 14 Beacon Stroct, Boston, Mass-Rov. Charles T. Lober, 156 Fifth Avenue, New York Rov. Robert M. Hopkins, 156 Fifth Avenue, New York Rov. Emery Ross (ex officio) 156 Fifth Avenue, New York

National Council of Church Women

Mrs. Harry Goodoko, 112 South Broadway, Baltimore; Md.
Mrs. Herbert W. Crowe, 404 Parkside Drive, Peoria, Ill.
Mrs. E. L. Eggers, 437 Detroit, Hammond, Indiana.
Miss Mary C. Smith (ex officio) 507 Thorpe Building, Minneapolis, Minn.

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State and Local Councils of Churches

Rev. John W. Harms, 9 East Franklin Street, Baltimore, Md.

Council of Church Boards of Education

Dr. Gould Wickey 744 Jackson Place, N.W., Washington, D.C. Rev. Harry T. Stock, 14 Beacon Street, Boston, Mass.

Missionary Education Movement

Rev. Gilbert Q. LeSourd, 156 Fifth Avenue, New York

2. The Committee was convened on April 18th and organized by electing Luther A. Weigle as Chairman and H. N. Morso as Secretary. The Committee approved a memorandum, prepared by the Secretary at the request of the convening committee, defining the issues to be studied and outlining a procedure.

The Committee adopted the following clarifying statement:

"This Committee understands that the Interdenominational Agencies which have approved the plan presented to them for a joint study of closer relationships have thereby indicated their belief in the importance of achieving the fullest possible measure of cooperation and integration among such agencies. They have agreed to explore together the best methods of bringing about this mutually desired result. We do not understand that they have in any sense obligated themselves in advance to approve of any particular plan of cooperation or type of organization".

- 3. The Committee requested its Secretary to make the preliminary studies and to assemble the documents and general information concerning the several agencies required for the work of the Committee and for the consideration of the Study Conference. This was done through correspondence and conference with the representatives of these agencies. A preliminary report was considered by the Committee at a meeting on September 26th and approved with certain changes and additions. The Chairman and Secretary were thereupon authorized to prepare the report in final form for submission to the Study Conference as the report of the Committee. A further meeting of the Committee is to be held immediately prior to the opening of the Study Conference on December 9th.
- 4. This report is presented by the Committee not as a basis for final and definitive action but to clarify the issues involved in this study and to assist in the determination of subsequent procedures. The Committee has not sought any formal statement of opinion on the issues from any of the participating agencies, pending the consideration of its report by the Study Conference.

III. Objectives of Study -

The study, as conducted by the Committee to this point, has had four limited objectives:

1. A factual analysis of the cooperating agencies, with the emphasis on these factors most obviously related to the question of 'closer relationships' viz., constituency and management; organization and operating procedure; primary functions and program; inter-organizational relationships; finance and promotion; personnel. The Committee is keenly aware of its inability to do full justice to

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Coursell of Supreh Boards of Education

Dr. Sould Widow 744 Raison Phyder Wills, Washingbon, D.C. Bever Harry L. Styck, M. Beacon Street, Bouton, Rass.

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2. The demistre was convened on April listh and organized by alcoting that the Holyle as Chairman and He Me Horse he Beerstory. The destricted approved a menorangung properties by the Secretary at the request of the conventig committies, defined in the latter to be souther and entiting a procedure.

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- "This Considers michartrads that the Interdementabliqued agencies in this consideration of an interdemental and attack of check the plan presented to thought or a joint study of check relationships have thereby indicated the their behind in the trainer of conjecutions and interdemental action and interpretation chains such agreedy. They have agreed to explore begainst this cast rectains of explore the this motority desired results. We do not include independ that along more than an interpretation of approve of any particular plan of copporation as income of agreedy of any particular plan of copporation as income of agreemental and income of any particular and any produced and any produced an
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the less penderable aspects of all of these agencies or fully to appraise all of the values which, from their respective points of view, are of vital concern in this study.

- 2. To consider the case for a single corporate agency and to formulate principles for its organization and procedure. At this stage the Committee is not prepared to present a formal draft of charter, constitution or by-laws or a complete blueprint of interior organization, but is limiting its discussion to general principles.
- 3. To consider the practicability and the advantages or disadvantages of other types of 'closer relationship' than such a single corporate agency.
- 4. To consider possible further procedures in the study of this whole question.

PART II - FACTUAL ANALYSIS

The facts here presented have been checked with the representatives of each agency and are believed to be substantially correct. It is not assumed that the analysis covers all points of significance. The interests and organizational contacts of these councils as a group are, substantially, as widely ramified as those of the denominations which they represent. The Committee recognizes the desirability of a further and more detailed study.

In general, the main interest and field of operation of each of these agencies are indicated by its name. What is more significant is the degree to which these interests converge and these fields of operation over-lap so that in no instance is a single word or phrase either completely descriptive of or exclusively applicable to one of these agencies. Each has distinctive functions and characteristics. Each has other functions and characteristics which it shares with other agencies. The reasons for this are, principally, of four sorts: first, traditional interests like missions and religious education have become vastly wider in scope than formerly; second, important new interests have developed and become more or loss closely identified with two or more of the elder interests; third, the field contacts and promotional processes are, to an increasing degree, common to all the agencies; fourth, a tendency within denominations to consolidate agencies and a tendency in states and local areas to develop an inclusive type of interdenominational agency have 'tightened up' the relationships of general agencies in two most important centact areas.

I. Gonoral Organization -

1. Incorporation -

The Federal Council of the Churches of Christ in America is incorporated under the laws of the State of New York.

The Committee of Reference and Counsel of the Foreign Missions Conference of North America is incorporated under the laws of the State of New York.

The International Sunday School Association of America is incorporated under an act of the Congress of the U.S., operating under the name and title "The International Council of Religious Education" which Council functions as the Executive Committee of the Association.

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The Missionary Education Movement of the United States and Canada is incorporated under the laws of the State of New York.

The Home Missions Council of North America, the Council of Church Boards of Education, the United Stowardship Council and the National Council of Church Women are not incorporated.

2. Relationship to Denominations -

- a) Federal Council of Churches representative of and controlled by the constituent denominations as such, through their highest governing (occlosiastical) bodies. All members of the Council are appointed and all members of its Executive Committee are nominated directly by the authority of the constituent denominations. Representation of member denominations on the Council and on its Executive Committee is proportional to their respective communicant memberships, with a basic representation of 3 members on the Council and 2 on the Executive Committee in each case. Under certain stated conditions voting in the Council may be by denominational units. Additions to constituent membership require approval of representatives of two-thirds of the bodies represented, voting separately by donominations. All activities of the Council of every sort and all its departments, commissions or other units are under the authority of the Council itself or its Executive Committee. The control of the Federal Council by the ecclesiastical authority of the constituent bodies is thus theoret ically and practically complete. The constitution states that the Federal Council has "no authority over the constituent bodies adhering to it," its province being limited to counsel and recommendation, and that it cannot in any way "limit the full autonomy of the Christian bodies adhering to it."
- b) International Council of Religious Education relationship to the denominations is primarily through the denominational Boards or Societies having responsibility for religious education. Neither theoretically nor practically are denominational representation and centrol as complete as in case of Federal Council. Representation of constituent denominations on the International Council is proportional to their respective church monberships; with a basic representation of two members. Though not so stated in the By-Laws, this provision is interpreted in practise as referring to Boards and not to the ecclesiastical organizations as such. This direct denominational representation constitutes approximately half of the total membership. Other members are representative of the State Council constitutent members or are members at large elected by the Council or by the Quadrennial Convention. The closeness of the denominational relationship is indicated by the fact that executives or staff members of denominational agencies constitute, at the present time, 19 of the 42 members of the Commission on Educational Program, 14 of 30 members of the Board of Trustoes, 179 of 274 persons sorving on educational committees, and an influential element in the 16 professional advisory sections. Those professional advisory sections are autonomous bodies which elect their own officers and determine their own basis of membership. In practise, the International Council is responsive to and representative of the educational societies of its constituent denominations; theoretically, it is not completely subject to their control.
- c) Home Missions Council of North America representative of and controlled by the denominational Home Mission agencies which constitute its membership. Voting membership on the Council and its Executive Committee is limited to officially designated representatives of denominational member organizations, the total representation of any denomination on the Council itself being limited to 20; the Executive Committee is elected by the Council from its own membership. All activities of the Council are subject to the control of the Council or its Executive Committee. Denominational control, exercised through mission agencies is thus complete.

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- 4). Asserted statement of the North Argential Argential and Contract Contra

- d) Foreign Missions Conforence of North America representative of and centralled by the denominational Foreign Mission Boards and related agencies which constitute its nombership. Denominational agencies have each and or mere representatives in the membership of the Conforence, based on the amount of annual income; a similar basis of representation is accorded certain non-denominational agencies and another group of non-denominational agencies have one representative each. The Committee of Reference and Counsel, which is the incorporated body of the Conforence and, practically, functions as its executive carmittee, includes 21 members appointed by the Conforence and the Chairman or Vice-Chairman of each of the Representative Committees (10 in number). Practically, the Conforence is fully representative of the denominational Regunian Mission Societies although theoretically it is not as completely subject to denominational control as is the Hene Missions Council. The Conforence is a constituent member of the International Missionary Council, the functions of which are "related to the mission and expansion of Christianity in all the world" (except the United States and Canada.)
- o) Council of Church Boards of Education representative of denominational societies and of various other groups functioning "in the field of secondary and higher education under Christian auspices." The numbership of the Council includes (1) 3 representatives appointed by the appropriate agency of each constituent denomination; (2) the numbers of the National Commission on Church-Related Colleges (15 in all); (3) numbers, not to exceed 15, of the National Commission on University Work (composed of staff representatives of the constituent denominations); (4) one representative of each professional advisory section. Thus, while the Council is breadly representative of the denominational educational societies, it is not completely subject to denominational control.
- f) Missionary Education Movement of the United States and Canada representative of and controlled by denominational Home and Foreign Mission Boards and denominational agencies responsible for missionary education. The governing body is a Board of Managers. Member agencies are required to accept a share of the budget of the Movement and have representation on the Board of Managers preportional to their contribution based on their respective incomes. These representatives are nominated by the member agencies and elected by the Board of Managers. The charter provides that "at all times a majority of the members of the said Board of Managers shall be secretaries of the home and foreign mission beards of the United States and Canada." Thus, the Movement is both theoretically and in fact completely representative of the official denominational agencies functioning in its field.
- g) United Stewardship Council of the Churches of Christ in the United States and Canada primarily representative of and controlled by the denominational agencies for stewardship education and promotion. Secretaries of constituent denominations carrying responsibilities in this field are members of the Council during their tenure of office. Other interest persons may be elected members for 3 year periods but may not vote "on questions affecting the stewardship policy of the denomination."
- h) National Council of Church Womon mombership consists of interdenominational organizations of church women, local, state or inter-state, with individual church women as associate members. The governing body is a Board of Directors which includes the Presidents of state and inter-state organizations, a representative from each state with 8 or more affiliated councils, a representative from any group of eight or more councils in an unorganized state, the officers of the Council and 12 directors at large elected at the biomnial meeting. The Council is thus not directly subject to denominational control.

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3. Donominational Constituoncies -

Of the 250 Religious Bodies in the U. S. listed in the Federal Counteils recent compilation of church statistics, 58 have full membership and 3 others some form of consultative membership in one or more of these interdenominational agencies. Six bodies in Canada are also represented. Of this total of 67 bodies, the number having affiliation with each of the agencies being studied is as follows:

Homo Missions Council	3
Foreign Hissians Conforence	ĺ
Fodoral Council of Churchos	4
Council of Church Boards of Education	2
International Council of Roligious Education	0
Missionary Education Movement	
United Stewardship Council	
The National Council of Church Women does not have	
donominational affiliations as such	

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			our agencies only	
			ivo agoncios only	
Numbor	affiliated wi	th si	ix agoncies only	3
Numbor	affiliated wi	th al	l sovon agoncios 1	5
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Total Number 67

The 20 denominations which are affiliated with 5 or more agencies have a total membership of 25, 165,451.

The complete analysis of denominational constituencies is as follows:

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DENOMINATIONAL CONSTITUENCIES

V = full membership C = Consultative or affiliated relationship

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	Churches in U. S. A.								
-	Adventist Bodies -			V		V			
1.	Advert Christian Ch.			V 37		•			
2.	Seventh-Day Adventists			V 37					
3.	Assemblies of God		7.7	V	V	V	V	V	
40	No. Baptist Convention	V	V	V	V	Ċ	v	V	
5.	Southern Bapt. Convention		**	V	V	V	,		
6.	National Baptist Convention	A	V	V	V	V		V	
7.	Seventh Day Baptists		V	V	V	V	V	V	
8.	Church of the Brethren	V	V	V	V	V	•	·	
9.	Brethren in Christ			V		V		†	
:10.	Church of Christ (Holiness), U.S.A.			V		V		v	
. 1110	Church of God			V		٧		•	
12.	Churches of God (Holiness)			V		7.7		V	
13.	Church of the Nazarene			V		V 37		•	
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4. Rolations to State, Regional and Local Interdenominational Bodies -

a) The movement for state and local interdenominational organization actually antodated the organization of any of the general agencies by many years, al though this movement has had its greatest expansion within comparatively recent years and has been largely stimulated and guided by cortain of the general agencies. Historically there have been four principal types of state organizations, viz.; councils of roligious education (or Sunday school associations), councils of churches, home missions councils, and councils of church women. These have had primary relationships, respectively, to the International Council, the Federal Council, the Home Missions Council, and the National Council of Church Women. To a dogree these organizations have existed side by side although, in general, home missions councils have been organized only where councils of churches were not prosent. On the whole it is fair to say that the first two types named have been more broadly representative of the church bodies and have had broader and more agressive programs of work than the other two types; they are the only types that, as a rule, have had full-time executive leadership. Home missions councils have usually been composed of denominational home missions executives, and have largely limited their activities to questions of comity. Councils of church women are, for the most part, composed of individual church wemen rather them of church organizations. Recently the trend in state interdenguinational organization has boon toward an inclusive type of council having relations with several or all of these general agencies. A chart is inserted here to show the present status of state organizations. However, a number of states now have under consideration plans for program coordinations or organizational morgors.

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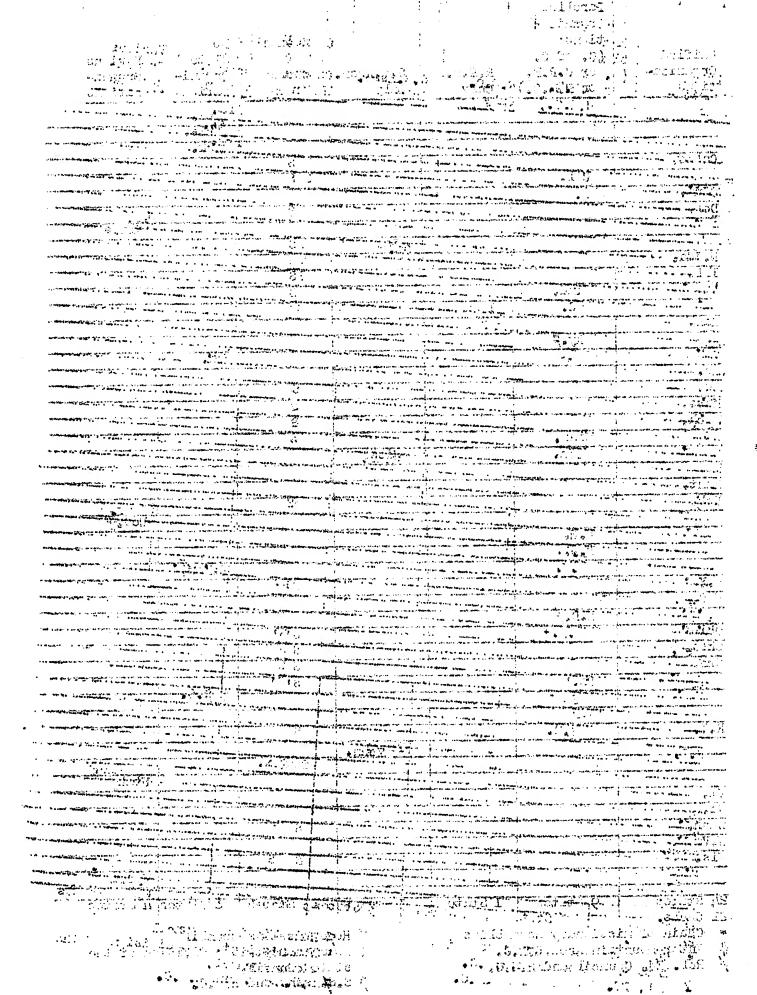
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[%] Homo Missions Council

Woman's Dopt.is a division of the state council.

\$ S.S.Assn. and H.H.C.



b) In cities and counties either councils of churches or religious education councils have predominated, with a strong trend toward the inclusive type of council. There is no uniform pattern as to the relation of city and county organizations either to state organizations or to the general agencies.

At the present time there are 84 city or county councils of the inclusive type with employed leadership and 11 instances of parallel councils having employed leadership. The Intercouncil Field Department has record of 85 councils of the inclusive type and 2 instances of parallel councils with voluntary leadership. A list is in process of compilation of local religious education councils with voluntary leadership but is not now available. The available list of councils with employed or voluntary leadership is as follows:

Councils with Employed Leadership

ALANAMA Birmingham Sunday School Council of Religious Education

CALIFORNIA East Bay Church Foderation, Oakland

Fresno Church Council

The Church Federation of Los Angeles Pasadena Council of Religious Education

Church Council of Sacramento

Church Federation of San Francisco

CELORADO The Denver Council of Religious Education

CONNECTICUT New Haven Council of Churches

DISTRICT OF

COLUMBIA Washington Federation of Churches

District of Columbia Sunday School Association, Washington, D.C.

GEORGIA The Christian Council of Atlanta

ILLINOIS Chicago Church Federation
Decatur Council of Churches

Springfield Council of Churches

INDIANA The Church Federation of Indianapolis

Council of United Churches of St. Joseph County, South Bend

Evansville Council of Churches

IOWA The Council of Churches of the Des Moines Area, Des Moines

KANSAS Wichita Council of Churches

Wyandotte County Council of Religious Education, Kansas City, Kansas

KENTUCKY The Louisville Council of Churches

MASSACHU - Greater Boston Federation of Churches, Boston

SETTS Norumbega District Council of Robigious Education, Watertown

Worcestor Council of Churchos

MICHIGAN Detroit Council of Churches of Christ

Association of Flint Churches

MINNESOTA Duluth Council of Churches

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NEW JERSEY Essox County Council of Roligious Education, Newark

NEW YORK
Albany Council of Religious Education
Brooklyn Church and Mission Federation

Council of Churches of Buffalo & Eric County, Buffalo Greater New York Federation of Churches, New York City

Delaware County Council of Christian Education, Walton Essox County Sunday School Association, Severance Fulton County Sunday School Association, Broadalbin

The Federation of Churches of Rochester and Vicinity, Rochester

Syracuse Council of Churches

The United Christian Council of Nassau County, Rockville Center, L.I.

The Utica Council of Churches

OHIO The Council of Churches of Greater Cincinnati, Cincinnati

The Cleveland Church Federation The Dayton Council of Churches

The Sunday School Council of Religious Education, Dayton

Toledo Council of Churches

Toledo Sunday School Association

Washington County Council of Religious Education, Marietta

The Federated Churches of Youngtown & Vicinity

OKLAHOMA Oklahoma City Council of Churchos

Tulsa Council of Churches

OREGON Portland Council of Churches

PENNSYLVANIA Alleghory County Sabbath School Association, Pittsburgh

Dauphin County Council of Christian Education, Harrisburg Lancaster County Sunday School Association, Lancaster

Philadolphia Federation of Churches

Philadolphia Sunday School Council of Christian Education

Pittsburgh Council of Churches of Christ

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The United Churches of Scranton & Lackawanna County, Scranton

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City and County Councils with Voluntary Loadership

ALABALIA Mobile Federation of Churches

CALIFORNIA Long Beach Church Federation Riverside Church Federation

CONNECTICUT Bridgeport Board of Christian Education

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The Greater Middletown Council of Churches

New London Federation of Churches

Norwalk Council of Churches Southington Council of Churchos Groenwich Council of Churches Danielson Council of Churches Litchfield Council of Churches

Middlesex Council of Churches Pomperang Council of Churchos, South Britain

Tolland County Council of Rol. Education, Stafford Springs

Torrington Council of Churches Stamford Council of Churches Windham Council of Churches Waterbury Council of Churches

DELAWARE Wilmington Council of Churches

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MICHIGAN

Kalamazoo County Council of Churches & Christian Education

NEBRASKA

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The Bergen County Council of Churches, Cresskill

The Church Union of Burlington

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The Council of Churches of the Cliffside Area, Cliffside Park

Elizaboth Council of Churches

Council of Protestant Churches of West Hudson, Kearny

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NEW YORK

Lockport Federation of Churches Oswego City Council of Churches

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United Churches of Cambria County, Johnstown

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There is an indefinitely large number of instances of local interdenominational organizations of a less formal type - ministerial associations and similar groups. We now have a list, known to be incomplete, of 1287 such organizations. These vary greatly in form and in range of activities and are likely to be identified only loosely, if at all, with the general agencies. Many of them are assuming added importance just now in relation to national defense developments. There are also many local interdenominational groups of women.

- c) There are various regional interdengminational organizations, differing widely in form and function. In most instances their chief significance is in relation to some aspect of home missions and they are affiliated with the Home Missions Council.
- d) In relation to the sub-national field of cooperative organization as a whole certain comments may be made:
 - (1) Such organizations are unevenly distributed. In general, the east and middle west are the most thoroughly organized, the south the least organized.
 - (2) The lack of a consistent pattern of inter-relations among such organizations and between them and the general agencies limits their cumulative influence.
 - (3) The whole question of denominational adherence to and support of cooperative organizations has never been dealt with as a single question and hence presents many inconsistencies.
 - (4) If cooperative organizations on different levels are to be regarded not merely for their immediately practical results but in relation to an inclusive ecumenical movement, it becomes of the utmost importance to consider them as integrally involved in this study of the closer relationships of general agencies.
- e) The general basis of relationship of the general agencies, as now constituted, to sub-national interdenominational organizations is defined as follows:
- (1) International Council The By-Laws provide that a state council which is "duly accredited as an auxiliary of the International Council, having its educational policies and field program determined by an educational committee representing the cooperating denominations within its area" may be recognized as a constituent member and have representation on the Council. There are now 30 such constituent councils.

The International Council assumes a relationship to state councils of religious education or the educational departments of state councils of churches which is comparable to that which obtains between the state and national educational staffs of the larger denominations. This implies that the state councils represent the denominations in cooperation on a state level in much the same way that the International Council represents the educational boards of the denominations in cooperation on a national level.

The International Council has no direct formal relationship to city councils of religious education or to city councils of churches. Its relationship to these groups officially is by way of state councils.

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- (2) Fodoral Council State and local Councils of churches, as such, do not have membership in the Fodoral Council. However, the Constitution provides for 12 representatives of such councils on the membership of the Council and 6 on the membership of the Executive Committee. The method followed is for the Association of Council Secretaries to name a panel of persons to represent these councils, the requisite number being officially appointed by the authority of the national constituent bodies to which they belong. All departments of the Council include, as corresponding members, representatives of state and local councils, designated by the Association of Council Secretaries.
- (3) Home Missions Council The Constitution provides that "an interdenominational organization in a state, province, or other geographical area which is primarily engaged in furthering the cause of Home Missions may, by action of the Executive Committee, be listed as an affiliated member of the Council". Also has relation, through its representation, on the National Committee of Church Women, with local and state groups of church women.
- (4) National Council of Church Womon Has affiliation with various regional, state and local councils of church womon. The 1941 Directory indicates that 18 state councils have each elected one member of the Board of Directors.
- (5) Foreign Missions Conference- Has relation, through its Committee on Women's Work and its representation on the National Committee of Church Women, with local and state groups of church women.

In general it may be said that the Federal Council, the International Council, and, to a lesser degree, the Hone Missions Council carry the major responsibility of the promoting, counselling and service of state and local councils (other than women's councils.) The Intercouncil Field Department, representing seven of the general agencies, has a specific relationship to this entire field of interest, and, among other things, is bringing the state and city councils into closer working relations with the whole cooperative structure. Increasingly, local and state councils are being recognized and are recognizing themselves as the channels through which the programs of the general agencies can be most effectively brought to individual churches and other local groups. The Association of Council Secretaries, an organization of staff representatives of "city, county, state, national and international" organizations, has had a growing influence in developing inter-organizational cooperation.

5. Other Organizational Relationships -

The following is a partial list of general organizations, non-denominational, each of which is a constitutent or consultative member of two or more of these agencies:

		HeM.C.	F.C. of C.	Felle,Ce	I.C.R.E.	H.E.H.
1.	American Sunday School Union	V			C.	
	American Bible Society	C	C	V		
3∙	John Milton Society	C			C	
400	Young Women's Christian Association	C	C	V	C	
5.	Young Hon's Christian Association		C	Λ	C	
6.	National W. C. T. U.	C			C	
7.	Committee on Cooperation in L. A.	A		Å		
8.	American Tract Society	C		V,		
9.	Student Voluntoor Hovement		C	V		٧
10	World Alliance for International					
•	Friondship thru the Churches	C	C			
113	World's Sunday School Association			V	C	V
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Other important relationships are as follows:

a) Hono Missions Council =

Has active membership in -

Commission on Interracial Cooperation National Conference of Social Work National Rural Homo Council

Has cooperative relationship with regional organizations, as -

Now England Town and Country Church Commission Conforence of Southern Mountain Workers Ozark Area Interdenominational Committee Interdenominational Council on Spanish-speaking Work Interneuntain Area Conforence Regional Committee for the Southern Mountains

Cooperates with special organizations, as -

Board of Hawaiian Evangolical Association
Society for Propagating the Gospol among the Indians
and Others in North America
Interseminary Commission for Training for the
Rural Hinistry
National Committee on the Cause and Cure of War

b) Foreign Missions Conference -

Relationships, other than these already mentioned, are principally with organizations representing Christian work in various other lands, as -

Associated Boards for China Collogos Moar East Collogo Association American Hission to Lepors

Has active membership in -

National Face Conference National Committee on the Cause and Cure of War

c) Fodoral Council of Churchos -

In addition to the formal relationships already mentioned, various departments and commissions cooperate informally with a variety of special and general organizations.

d) Council of Church Boards of Education -

Maintains relations with other organizations in the field of higher education, as

Trionnial Conforence of Church Workers in Colleges and Universitie: American Association of Theological Schools

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o) International Council of Religious Education -

The following religious education agencies are affiliated with the Council -

Roligious Education Council of Canada
Roligious Education Foundation (an agency to solicit and
invest funds for various religious education
organizations)

The Council provides leadership for the following movements in which other organizations cooperate =

United Christian Youth Movement United Christian Adult Movement

The International Training School for Sunday School Loaders, a separate corporation for the operation of Conference Point Camp, is responsible to the Council. The International Association of Daily Vacation Bible Schools, also a separate corporation, is, for all practical purposes, responsible to the Council.

f) Missionary Education Movement -

Is related to the Student Volunteer Movement by service on its Advisory Council and by cooperation in publishing some of its material; also with the World Sunday School Association by electing its Secretary to membership on the M.E.M. Board of Managers.

6. Intor-organizational Relationships -

The existing relations, formal and informal, among these agencies cover a wide range of mutal interests.

a) The following shows inter-organizational relationships in terms of membership, constitutent or affiliated:

					H.M.C.	F.M.C.	F.C.of C.	I.C.R.E.	C.C.B.E.	M.E.M.	U.S.C.	N.C.C.W.
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- b) Each of these agencies, except the Council of Church Boards of Education, is a member of the Intercouncil Field Department.
- c) Standing committees or commissions or joint projects in which two or more of these agencies cooperate are, in part, indicated in the following:

a) Intomittating formall of Relations Research

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2. 3. 4.	Intercouncil Field Dept Association of Council Secretaries- United Christian Youth Hovement- United Christian Adult Hovement- Christian Commission for	V V V	V V V	V V V	V V V		V V V	V	V V V
6.	Comp. to Study Bases of Just and Durable Peace-	V	v	v	V				, i
8.	National Corm. of Church Womon- Joint Corm. on Christian Family Life- Silver Bay Conference Committee-	v	v v	v	v v				V V
	Pacific Torritorial Conference-	v	V		İ		V		
	Comm. on Town and Country -	v	V	v	į	}	V		
	Church Building Committee -	V		٧	v				
	Comm. on Homo Hissians and Christian Education			} :					
14.	Commo on Sharecropper Projects-	V		77	V	1			
	Comm. on Foreign Relief Appeals in the Churches			V					
16	Christian World Convocation-1942	i	V	V				I	
	Comm. on Training for Rural Work	V	V			į		.]	
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10.	Church Committee on China Relief -	V		V					
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	Cormittee on International Rela-			•		V			
	tions and World Poaco -		V	V				ļ	

Not all of the foregoing are properly described as standing committees or commissions but they all represent definite ferms of inter-council cooperation. In addition, a very effective form of inter-council cooperation, covering a wide range of interests, results from the service of staff representatives as active or consultative members of committees or commissions of other councils. Undoubtedly this has been an influential factor in integrating the programs of the councils.

Additional commonts should be made as to certain of the numbered projects on the foregoing list:

l. The staff personnel of the cooperating agencies having field responsibility constitute a staff council for the department. A secretary of the Federal Council is chairman of the staff council. A secretary of the International Council serves as secretary of the Department.

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- 3 and 4. Executive leadership is furnished by the International Council.
- 5. Has a modest budget and a full-time secretary.
- 6. Administratively responsible to the Federal Council.
- 11. Administratively responsible to Home Missions Council but a secretary of Foderal Council serves as secretary.
 - 12. Administered by Home Hissians Council,
- 14. Has developed mission projects supported by home mission agencies, a secretary of the Federal Council giving general oversight.
- 15. Coordinates foreign relief appeals of various denominations. Has a budget, office and full-time secretary.
 - 22. and 23. Administored by Federal Council.
- d) A cooperative project of a different type is carried on by the Federal Council and the Foreign Missions Conference in connection with their relation to international problems. The Foreign Missions Conference has asked one of the secretaries of the Federal Council to serve as its own secretary for international relations as a means of securing a united approach to Far Eastern problems. The joint action of these councils in spensoring a special conference of American Christians with the delegation from the National Christian Council of Japan in the early part of 1941 is illustrative of their approach.

o) Inter-council interests in the field of women's work -

The Home Hissians Council, the Foreign Missians Conference and the National Council of Church Women cooperate in the National Committee of Church Women, the principal significance of which is judged to be in the fields of missionary education, the promotion of cooperative home and foreign missionary projects, and furthering the cooperation of organized church women with other women's groups in relation to problems of common interests, as race relations, temperance, peace etc. The National Committee has five sub-committees on "The Church Women", a joint publication, International Relations, May Luncheons, Race Relations and the World Day of Prayer.

For some time there has been under consideration the formation of a new council representing the interests of organized groups of church women which would be, in effect, a merger of the National Council of Church Women, the promotional interests of the Committee on Women's Work of the Foreign Missions Conference and the corresponding interests of the Home Missions Council. This new organization would assume all of the responsibilities new carried by the National Committee of Church Women. Its membership would be representative of the three general agencies named, of local, state and regional groups of church women, and of denominational boards. Its purpose would be, breadly, "to unite church women in a program looking to the close integration of women in the total life and work of the church and to the building of a world Christian community."

This plan has now been officially approved by the three general agencies. A constituting convention is to be held late in 1941 and the new agency will be formally launched in 1942.

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II. Purpose and Function:

1. Official Statements of Objects -

a) Home Missions Council - (from Constitution)

The objects of this organization shall be:

- 1. To promote fellowship, conference and cooperation among national or general missionary organizations representing the Christian Churches and doing work within the territory of the United States and Canada:
- 2. To conduct such phases of cooperative missionary activity as may be agreed upon;
- 3. To assist its member organizations in the promotion of the whole cause of Home Missions in the churches:
- 4. To represent the Home Missions interests in relation to other cooperative organizations and in such national movements as it may be desirable to promote interdenominationally.

b) Foreign Missions Conference - (from Constitution)

Article II. Purpose and Functions

Section 1. The purpose of the Foreign Missions Conference of North America is to provide a medium through which the Foreign Missions Boards and Secieties of North America may manifest their essential unity, and by cooperation promote the effectiveness of their work.

Section 2. Its functions are: (a) to provide for an Annual Conference of the Foreign Missions Boards and Societies of North America; (b) to provide through its Committees for the investigation and study of missionary problems; (c) to foster and promote a true science of missions; (d) to perform directly or through its Committees certain specific work of interest to Boards and Societies participating in the Conference; and (e) to facilitate cooperation by two or more Boards and Societies through special Committees on any project, or within any field of missionary endoaver, on which they may desire united action.

It is not within the scope of the Conference to consider questions of ecclesiastical faith and order, which represent denominational differences.

c) Federal Council of Churches - (from Constitution)

- 3. The object of this Federal Council shall be:
- I. To express the followship and catholic unity of the Christian Church.
- II. To bring the Christian bodies of America into united service for Christ and the world.
- III. To encourage devotional fellowship and mutual counsel concerning the spiritual life and religious activities of the churches.

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IV. To secure a larger combined influence for the churches of Christ in all matters affecting the moral and social condition of the people, so as to promote the application of the law of Christ in every relation of human life.

V. To assist in the organization of local branches of the Federal Council to promote its aims in their communities.

d) International Council of Religious Education - (from By-Laws)

The purposeshall be as specified in the Charter granted by Act of Congress: "To promote organized Sunday school work, to encourage the study of the Biblo, and to assist in the spread of the Christian religion."

o) Council of Church Boards of Education - (from By-Laws)

The purpose shall be as specified in the charter: "To promote cooperation in the field of secondary and higher education under Christian auspices."

f) M. E. M. - (from By-Laws)

The purpose shall be to serve as a cooperative organization in which denominational mission boards and allied agencies of the United States and Canada unite to publish literature, hold training schools and conferences and carry on any other activities which may be decided upon to further the cause of missionary education and carry out the desires of the constitutent boards and agencies.

g) United Stewardship Council - (from By-Laws)

The object is to help the members in the stewardship work for which each is responsible, and to build up a stewardship consciousness in the members of the churches that will give a Christian interpretation to all matters of life and property.

h) National Council of Church Women - (from 1941 Directory)

The purpose is to unify the efforts of church women in the task of creating a Christian community in which all areas of life are brought into harmony with the life and teachings of Jesus Christ.

2. Primary Functions -

The primary functions, as defined by each agency, may be summarized as follows:

a) Home Missions Council -

First - to give national and interdenominational emphasis to the common elements in home missions that are agreed upon by the constituent boards;

Second, - to carry on certain distinctive types of missionary service

Third - to promote comity and cooperation and the climim tion of competition throughout the home mission field.

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d) Council of Charch Bornas of Education - (Er a Sy-Laure)

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b) Foreign Missions Conference -

First - to provide a medium through which mission boards may work together and to stimulate the desire for such cooperation;

Second - to devolop many forms of united or cooperative projects and programs in so-called mission countries:

Third - to maintain relations with the State Department and the consular sorvice.

c) Federal Council of Churches -

The primary function is the furtherance of cooperation and unity within the churches. In carrying this out attention has been concentrated on two fields -

First - Christian witness and ovangelish in the broad sense of the word:

Second - Christian social education and action, with emphasis upon the practical application of Christian principles to family, industrial, inter-racial and international relationships.

d) International Council of Religious Education -

First - to help develop and improve educational resources for use by local church and community;

Second - to help develop and coordinate field activities to make these resources available to the local church;

Third - to help create a public-mindedness favorable to the extension of Christian education;

Fourth - to provide a national fellowship for all ongaged in task of Christian education;

Fifth - to further the coordination of donominational educational agencies, nationally and locally;

Sixth - to relate the program of Christian education to the work of all character-building agencies.

e) Council of Church Boards of Education -

First - to coordinate denominational activities in the field of higher education and serve as a clearing house for mutual problems;

Second - to promote the cause of higher education under Christian auspices.

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f) Missionary Education Movement-

materials;

First - production and publication of missionary education

Second - development of effective methods of missionary

education.

g) United Stowardship Council -

To develop united plans and appropriate materials for the promotion throughout the church of the stowardship of life and possessions.

h) National Council of Church Women - a primary emphasis is to premote, among all groups of church women, the various areas of study developed by the United Christian Adult Movement, viz. Bible in Life, Personal Faith and Experience, Christian Family, Church Life and Outreach, Community Issues, Major Social Problems, World Relations.

3. Secondary Functions -

- a) For all agencies, the secondary functions include, in different degrees, -
- (1) Proparation and distribution of literature (this is a primary function of the Missionary Education Movement.) Such literature includes periodicals (published regularly by six agencies), promotional materials, program and study group materials, research reports, materials for technical counselling service, devotional and worship materials, etc.
- (2) Promotion of field contacts, including contacts with donominational boards and agencies, with donominational field organizations, with local church groups, donominational or interdenominational, with related non-church agencies, and with individuals.
- (3) Public relations; to a degree all agencies are concorned to interpret their respective fields of interest to the general public and to create favorable public attitudes.
- (4) Financial promotion. Further reference will be made to this in a later section.
- (5) Roscarch; while only three agencies have separate research departments, all carry on some research.
 - (6) Treasury functions.
- b) Othor specific functions of particular agencies will appear in the subsequent analysis of programs and types of work.

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·III. Intorior Organization, Staff and Program.

1. Type of Interior Organization -

a) Homo Missions Council

The Council, with a maximum membership of 20 from each constituent denomination, meets annually. The Executive Committee, with a membership of 56, has the full powers of the Council ad interim and has three stated meetings a year.

An Administrative Committee of nine acts for the Executive Committee ad interin and mosts on call.

The work of the Council is under the direction of two coordinate secretaries and is largely carried on through standing committees which, within the policies approved by the council, have a large degree of autonomy. At present there are 17 standing committees, in addition to the Executive and Administrative committees. There are no special departments of the Council, as such, except the Interdenominational Bureau of Architecture. The cooperative mission projects administered by the Council are conducted under the direction of the standing committees related to their respective fields, the budgets being subject to the approval of the Council on recommendation of the Finance Committee.

b) Foreign Missions Conference -

The Conference, with a constitutionally limited membership, meets annually.

The Committee of Reference and Counsel, with a nembership of 31, is the incorporated body and functions as the Executive Committee of the Conference and acts for the Conference ad interim in all matters not definitely delegated to other committees.

Work on the mission field is largely through 11 "Representative Committees", each of which is responsible for the selection and appointment of its executive efficers, who constitute a Secretarial Council under the chairmanship of the General Secretary. Of these committees, six are territorially defined (one being jointly home and foreign missions) and five are functionally defined.

There are six other standing committees, viz: Executive, Finance and Headquarters, Annual Meeting, Anglo-American Churches, International Relations and World Peace, Missionary Research Library.

c) Fodoral Council of Churches -

The governing body is the Council, meeting biennially and with a constitutionally limited membership.

Ad Intorin, the full authority of the Council is vested in the Executive Committee, with approximately 80 members and meeting bi-monthly.

The executive organization of the Council is under the direction of a General Secretary, with two Associate General Secretaries. The work of the Council, other than that which is under his immediate eversight, is conducted through Departments or Commissions, appointed by the Executive Committee. These are given freedom of action in all matters on which the general policy of the Council has been efficially defined. Public prenouncements or the initiation

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of now projects must be approved in advance. Hembers of the Staff serve as executives of the various departments and commissions. There are stated meetings of the staff, under the chairmanship of the General Secretary, for the integration of the total program.

Special committees and commissions may be appointed from time to time, for specific purposes, by the Council or the Executive Committee.

d) International Council of Religious Education -

The governing body is the Council, composed of approximately 300 persons and moeting annually.

A Board of Trustoes of 30 nombers is elected by the Council and handles all matters of investments, budgets, proporties and personnel. It has five standing committees.

A Commission on Educational Program of 42 monbors is elected by the Council and guides the work of all educational committees.

Sixtoon Professional Advisory Sections, with a composite membership of approximately 1,500, are autonomous bedies through which professional groups may express their viewpoints and present recommendations to the Commission on Educational Program.

The Educational Committees which do the basic curriculum = and program-planning include 12 standing committees, 4 temperary lesson committees, and 3 special committees.

The Laymen's Crusade for Christian Education has a sponsoring committee of 300. It reports to the Board of Trustees.

The Staff, under the direction of the General Secretary, conducts the work of the Council through 11 departments. The staff works as a total staff group with stated meetings through which all department plans and programs are cleared.

o) Council of Church Boards of Education -

The governing body is the Council, meeting annually.

An Executive Committee of 8 members represents the Council ad interin with limited authority.

A Board of Trustoes of six members is charged with supervision of property and investment, under the direction of the Executive Committee and the Council.

Provision is made for 2 Commissions, on Church-related Colleges and on University Work, and for 7 professional advisory sections.

The Executive work of the Council is carried by a General Secretary.

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f) M. E. M.

The governing body is the Board of Managers, of limited membership, meeting 2 or more times a year.

The work of the movement is done through examittees. There are 3 educational committees and 5 functional committees.

The Staff organization includes an educational division and a business division.

g) United Stowardship Council

The governing body is the Council, meeting annually.

There are standing committees on Conference, Publication, Publicity and Education.

There is no full-time staff organization.

h) National Council of Church Women - The Board of Directors, which has general central of the affairs of the Council and is responsible for earrying out its policies, now consists of 9 officers, 18 Presidents of state or interstate councils, and 8 members at large. There is an Executive Committee of six members with ad interim powers. There are six standing committees of the Council, in addition to joint committees with the Home Missiens Council and the Foreign Missiens Conference (National Committee of Church Women, organized with five standing sub-committees.)

There is no full-time staff organization.

2. Staff A surmary of the employed personnel is as follows:

.•	Staff	Clorical and Office	Fiold Suporvisors	Local Workers	Part Timo	TOTAL
н. м. с.	4	12	2	21	1	L _t O
F.C. of C.	20	60	.	-	.	80
F. M. C.	12	26	• • •	-	-	38
C.C.B. of E.	1	2	••	-	•	3
I.C.R.E.	17	22	^ 60	=	•	<i>3</i> 9
Bolks H.	8	9	•	•	1	18
U. S. C.	-	-		-	1	1
TOTAL	62	131	2	21	3	219

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3. Notes on Program Emphases -

The programs of these agencies taken as a whole ecver about the entire range of organized church interests. To analyze them in detail would be to analyze almost the whole enterprise of American Protestantism. For our present purpose it seems unnecessary to attempt a complete analysis. What has already been said would seem to make sufficiently clear for our pupose the respective fields of operation of four of these agencies — the Hissionary Education Movement, the Council of Church Beards of Education, the United Stewardship Council and the National Council of Church Women. What follows is an attempt merely to outline the major interests of the other agencies.

a) Homo Hissions Council - in additions to promoting inter-board consultation and exoperation in the various phases and fields of home missions, the following are important emphases -

Administration of missionary enterprises of the following sorts -

Work with migrant populations
Work with sharecroppers
Work in government projects and resettlement communities.
Religious work directors in government Indian schools.

Maintonance of a bureau of church architecture for the service of local churches -

The development of and cooperation with local, state and regional interchurch organizations.

Promotion of comity in local communities and areas, development of comity principles and procedures; promotion of federated and other types of united churches; contacts with solf-supporting churches and with denominational occesiastical organizations are necessarily involved.

Promotion of conforences on coneral or special phases of church

work.

Promotion of interdenominational summer schools for rural ministers; cooperation with agricultural colleges and many other agencies concerned in rural life - (through a joint committee with the Federal Council.)

- b) Foreign Missions Conference The operations performed within the United States are largely prenotional in character. The important thing to note is that while the other agencies included in this study have their field both for promotion and operation largely within the U.S. and Comada, the Foreign Missions Conference has home base only here while it performs in approximately 65 areas in more than 25 other countries of the world, practically every type of service the other agencies represent and cooperates in the supervision of the Christian work done in these countries by the native Christians. At the same time it also has a vital relation to educational programs, medical and public health programs, and programs of social reform in these countries.
- c) Fodoral Council of Churches the range of interests is indicated by the names of departments, communities and commissions -

Field Department, to which are related two special committees -

General Committee on Army and Navy Chaplains Committee on Religious Work on Canal Zono

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Department of Evangelism; this has been the administrative agency for the National Preaching Hissian, National Christian Mission, and the University Christian Mission.

Department of International Justice and Goodwill.

Department of the Church and Social Service, with which are related the following -

Committee on Marriage and the Home Committee on Church Social Work Industrial Division Committee on the Church and Cooperatives Committee on Prison Chaplains

Dopartment of Raco Rolations

Department of Research and Education, through which are edited Information Service and the Year Book of the Churches.

Department of Relation with Churches Abroad

Dopartment of Religious Radio

Commission for the Study of Christian Unity

Committoo on Worship

Committoo on Roligion and Hoalth

Committee on Public Relations

Committee on Town and Country (joint with Home Missions Council)

Committee on Interchange of Preachers and Speakers Between the Churches of America, Great Britain and France (joint with World Alliance for International Friendship and the Church Peace Union.)

Cortain realignments of departments and cumittoes are new under consideration in the interests of program integration.

The Federal Council night be described as an instrument of adult education in the bread field of religious and related social interests.

- d) International Council of Religious Education the principal types of work carried in through the various departments and within the general field of religious education are the following -
- (1) Formulation of statements of basic educational philosophy.
 - (2) Dotormination of general educational program, by ago groups -

Studies of experiences and needs
Outlining of program - building principles, of
areas of instruction and of principles of graduation
Recommendations as to equipment

- (3) Proparation of lesson outlines, for all age groups, taking into account different types of situations and various avenues for training.
 - (4) Proparation of general program guides
- (5) Development and promoting a comprehensive program of leadership training, including the discovery of leadership resources, the promotion of procedures in a total program of leadership education, administration of leadership accreditation for community schools, development of a favorable 'climate' for leadership education etc.

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Department of International Justice and Godwill, ... Department of the Church and Secial Service, with which are reduced the full aduly ...

Connition on Narriage and the Hand Cornition on Charthisocial Work : . Industrial Divibion . Committee on the Charth and Comparatives : . Committee on Prison Charteins

Department of Race Relations.

Department Resourch and Education, through which are edited for much in Service and the Fear Book of the Chunchenga.

Department of Relation which Churches Abroad

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Commission for thousandy of Christian Unity

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- (6) Investigation of new avenues of education, as visual education and the radio.
- (7) Publication of monthly journal for local church and community loadors.
- (8) Promotion and guidance of wook-day and vacation church schools and determination of standards and program plans.
 - (9) Rosearch.
 - (10) United Christian Education Advance.
- (11) Creating a public-mindodness toward religious education through the secular press, radio, literature and demonstration projects.
- (12) Various forms of field services and field supervision, including experating with state and city councils.
- (13) Custodianship of the American Standard Revised Version of the Bible and of the work of revision now in process.
- (14) Cultivation of lay interest through the Laymon's Crusade for Christian Education.
- (15) Representation of Protestant forces in comporation with other faiths, public schools, character-building agencies.
 - (16) Service to leaders in field of social education and action.
 - (17) Sorvice in field of camping.

IV. Financo -

Different nethods of classifying receipts and expenditures make it difficult to present a satisfactory analysis of income and impossible, at this time, to analyze expenditures according to common categories. The appended table is believed to be substantially correct, although the fiscal year used is not the same in each instance. The distribution of the income according to the categories given is, in some instances, only approximate and is made in order to provide a reasonably accurate basis of comparison.

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FINANCIAL STATEMENT - LAST COMPLETED FISCAL YEAR

	H.M.C.	F.C.of C.	F.M.C.	Coof Co Boof Eo	I.C.R.E.	M.E.M.	U.S.C.
Balance - beginning of year	\$ 7,365.39				16,589.57	particular de la constitución de	\$ 405.76
Income -							
From Denominations, Bds. or other		10.110.66	54 , 488 . 57	n 050 07	36 , 325 . 06)	/00 F0
constituent units	56 , 882.55	49,440.66	54,400,57	7,050.03	20,225.00	13,403.67	622.50
Fram local Ch.Organizations or	1 220 51	3/ 3le 7e	55L 0/		(13)) 50.00	
units	4,132.74	16,147.37	554.96	7/0.0/		50.00	
From individuals	1,610.90	137,493.13	248.00	362.26 650.00(10	54,269.59		77 •77
From Foundations or Gen'l.Agencies	30.00	1) ⁴⁵ ,523,15	500.00	3)	3,672.49		
From World Day of Prayer Offerings	21,385.09	97	(13,400,19)(8	~/ ······		ead 400	
From permanent, trust or		•			. 1 4.	44-11	
general funds	128.68	5,492.78	1,050.00(7)	/	2,453.60	660•44	-
From royalties, subscriptions or			4			A. A	
sale of literature	15,537.98	26,171.92 21,637.48(3)	1,565.02	2,758.63	54,759.74	99,190.73	2,550.71
From miscellaneous field recpts.	14,245.16	21,637.48()	1,229.50 4,509.97(9)	7-17	6,931.25	4) 6,500.00(1	~~
From all other sources	4,115.92,	335•74	4,509.97)	5 , 446 . 94 ¹	+/ 6,500.00 ⁽¹	(18)
Total income for year	117,269.02	335•74 230 2 ,242•23 ⁽⁴⁾	64,146.02	10,828.09	163,858.67	119,804.84	3,250.98
Expenditures -	113,424.962) _{300,125,80} (4)	64,113.98	10,833.45	166,204.24	119,817.76	2,976.98 ⁽¹⁸⁾
Balance - end of year	11,209.45	9 , 296.60 ⁽⁵⁾	32.04	80.10	14,244.00(1	5) 5 , 546 . 47	679.76
Amount of permanent funds held	5,500.00	158,135.78 ^{(5a})	***	119,501.69(10	6)	-
Value of property owned					300,000.00		

FINANCIAL STATEMENT - LAGG COMPLETED MISCAL TRAP.

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Dalance - beginning of year	9 7,365,39		*	१ हेर्न्ड	(11) 16,589.57		4 liu5.76
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units many individual a	1,132,74	16,147,37	96*196 575°90	362,26,1	, 5l., 269,59	eo*00	المارة المار
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gonoral trads	T59 * 9 9	5,492,78	1,050,00(7)		2,455.60	. 665 , 744,	40.43
From royaltice, subscriptions or	24(-1)						
sale of literature	TE 221-00	26,171,92	1,565,02	83758463	Blig 750 0 762	93,190,73	2,550,71
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Balence - end of year	71,209.15	9,296,60(5)	35*07*	80.10	144,2144,00 (25) 5,51.6.47	679.76
Amount of permanent funds hale	3,500,00	198,135,78 (5a))	togd with	119,901,69(16	•	og.o viet
Value of property omied		₩	-		500,000,00	11,589,65	-> he

Exclusive of \$13,400.19 transferred to F. M. C.

Eliminating duplicated items to amount of \$5,243.77.

Includes \$16,759.17 contributed by cities visited by National Christian Mission Exclusive of "Special Funds for Special Causes"

- (5) \$9,735.79 of designated reserve; net deficit \$439.19 (5a) Incl. \$54,793.35 not now held by F.C.C. but designated for its use.

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(7) Central Comm. legacy
(8) Reported by H.M.C. as transferred to F.M.C. - not added in totals

(9) From sundry sources, applicable to deficit

(10) National Conf. of Ch. Rel. Colleges

- (11) Includes \$10,329.39, Laymon's Crusade Income for 1939 which was actually included in auditor's report for 1940.
- (12) Incl. \$5,098.48 from State, City and County Councils

(13) Not separately reported; limited in amount

(14) Sundry gifts for designated purposes

(15) Includes \$13,435.13 Designated Funds

(16) Incl. \$74,000 hold by R.E. Found. dosignated for I.C.R.E.

(17) Withdrawn from Savings Account

(18) Roceipts and Expenditures usually about \$800.

NOTE - A comparable financial report is not available for the National Council of Church Womon. However, for period from June 1 to December 31, 1938, the gross receipts were \$2,939.18, the gross expenditures \$2,898.00, the balance on June 1, \$31.19, the balance on December 31, \$72.37.

) Exclusive of \$13,400,19 tremsformed to F. M. C.

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(9) Area sunday sources, applicable to deficit

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- I Church Monone Reserver, for ported from June 1 to December 31, 1999, the press receipts were \$2,890,00, the belance on June 1, \$31,19, the belance on December 31, \$72,87,

From the foregoing table it will be seen that these eight general agencies are now operating on a total annual basis, receipts and expenditures, of approximately \$780,000. It has not been possible in connection with this report to make any study or to compile any estimates of the aggregate receipts and expenditures of the various regional, state and local comporative organizations. Such a study should be made. It would undoubtedly show a total investment annually of a very substantial amount in the whole interdenominational movement.

No detailed study has been made of methods of financial promotion. It will be noted, however, that only two Councils, the Federal Council and the Hamo Missions Council, secure any considerable amount directly from local churches; that only two, the Federal Council and the International Council, depend to any considerable extent on gifts from individuals; that only one, the Federal Council, receives a substantial amount from foundations or general agencies; two, the Home Missions Council and the Fereign Missions Conference, share in the World Day of Prayer offerings.

. V. Common Factors in Operation -

It is obvious that those agencies share many interests and activities. This is illustrated by the following selective check list:

Types of interests and activities -	H.M.C.	F.M.C.	F.C. of C.	I.C.R.E.	C.C.B.of E.	M.E.M.	U.S.C.	N.C.C.W.
Fiold survoys -	v	*V	v	V				
	v	*V	v	v	v			
General research -	v	V	v	v	Ÿ			
Radio programs -	v	v	v	v	v	v	v	v
Production of literature -	v	v	v	٧	٧	٧	٧	٧
Financial promotin - local church -	٧			77				v
" - individuals -		v	Ā	V	77	77	v	٧
" boards and agoneios -	V	V	٧	v	V	A	٧	
" other church groups -	V	V						V
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sorvice in phases of church work -	V	*V	V	V	V	V	V	V
Social Education and Action -	A	*\L	V	Λ				V
Aspects of adult oducation -	V	*V	V	V		V	V	V
Aspects of higher education and								
work with students -	V	*1	V	V	V			
Aspects of public relations -	V	٧	V	V	V			V
Aspects of family and parent								
oducation -		*V	V	V				V
Aspects of training of ministers								
and other church workers -	ν	**V	V	v	v			

^{*} Foreign field only

^{**} Missionaries for the foreign field; ministers and other church workers in the foreign field.

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PART III - ALTERNATIVE PROPOSALS -

General Statement

I. Obviously, the factual analysis which the Committee has made has been an analysis of agencies - primarily of the general agencies whose inter-relationships are the principal concern of this study, secondarily, and only incidentally, of agencies functioning in regions, states and local communities. We have not under-taken to analize the field in which these various organizations operate or to measure the adequacy of their contribution to the total work of the church. Such a study, we are disposed to believe, would be of very great value and would give added impetus to the effort to expand and strengthen the whole cooperative movement. There is evidence at hand to indicate some of the things that such a study might reveal:

That the lack of an adequately integrated and coordinated strategy of church work is a limiting and weakening factor in very many areas of the church's service;

That, similarly, the influence of the church in the broad realm of public attitudes on issues of vital concern to the church is made loss decisive and effective;

That existing interdenominational organizations on every level are limited in their effectiveness, first, because they represent only a part of the churches, second, because they represent only a part of the interests of the churches included in their constituency, third, because in different degrees they are all inadequately supported, fourth, because their inter-relations are such that each is not sufficiently re-inforced by the strength of all;

That, in spite of all limitations, the cooperative movement as a whole is a striking demonstration of the growing unity of the church and of the great actual and potential value of united effort.

- II. Specifically, the question may now be asked whether the data before the Committee substantiate the conclusion reached in the preliminary study made in 1940 as to the need for a re-ordering of the churches! forces and for closer relationships among these general agencies. The argument for this conclusion seems to rest upon such grounds as these:
- 1. One of the most striking characteristics of the cooperative movement as it has devoloped in America has been its fragmentary and piecemeal character. It is divided and sub-divided both horizontally and vertically. The average minister or church member has no real conception of what cooperation means because he seldem sees more than a fragment of it and often sees it in The cooperative movement as a whole has some actually competitive setting. lacked a consistent pattern of inter-relationships and hence, taken as a whole, has lacked common direction and cumulative force. Organizations operating on the same level have tended to overlap or even to compete as earlier definitions of responsibility have been outgrown and as the inevitable logic of events has drawn thom into areas of common interests. At the same time it has become increasingly difficult to relate the cooperative movement developing in states and local areas to a divided national organization of cooperation or, again, to fit our national cooperative structure into the picture of a world ocumenical movement.

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- 2. The historically important functional distinctions among the various general organizations have become blurred. Neither in theory nor in practise is it maintained that any of these agencies has an exclusive field of operation in relation to constituency, objectives, programs or techniques. Who, for example, would argue today that religious education can be conceived apart from evangelism worship, social action, stewardship and missions? The growing awareness of common interests is evidenced by a considerable number of inter-council committees and joint projects. This report lists twenty-four instances of such joint activity, some of them quite elaborate, and refers to the great number and variety of less formal inter-council contacts. It also points out the considerable extent to which the various councils conduct parallel or similar activities. Much of this development to date has been exigent rather than the result of any comprehensive plan. It is to be expected that this essential functional inter-dependence would have more adequate recognition and the mechanics of giving it effective expression would be simpler in a more closely-knit type of cooperative organization than we now have.
 - 3. There are many possible practical advantages in a simplified organizational structure. E.g. -
 - a) An aggregate annual income of close to \$800,000 and expenditures corresponding in amount suggest the possibility of increased efficiency and economy through the consolidation of treasury functions and through cooperation in certain phases of financial promotion.
 - b) A publication business of approximately \$200,000 a year is sufficient to justify the maintenance of common editorial and publication facilities.
 - c) The interests of all these agencies in the field of public relations and their contacts with governmental and semi-public agencies offer a fruitful field for joint cultivation.
 - d) Similarly, there would be obvious advantages in a joint approach to special groups which are naturally interested in the total program, as women's organizations, racial groups, young people and the laity in general.
 - e) The need of a unified program of research has already been widely recognized and seems obvious.
 - 4. Most important, the tragic needs of our day have brought both a new reality and a new urgency into the cooperative movement. The admonition of cooperation and unity has come back home to the cooperative organizations. The vision of an ecumenical church is capturing the imagination and challenging the loyalty of an increasing number of Christians around the world. The desperate plight of the world confronts a divided church and a divided cooperative movement as both an appeal and a repreach. While scholars labor with the formidable tochical difficulties in the way of realizing the ocumenical ideal and the rank and file of churchmen seek to discipline their spirits in the practice of comity, two things become increasingly clear. One is that in the crisis that confronts Christian civilization today a divided witness and a divided ministry will not be good enough; a divided church will never overcome and conquer a divided world. The

general organizations have become blanged. Mather in theory nor in prochise in the new become blanged. Mather in theory nor in prochise in the new become blanged. Mather in theory nor in prochise in the new indication to constitution, organization in prochise in relation to constitution, organization, organization to constitution, organization, organization, organization, social action, steading a constitution, organization, organization, organization, were high, social action, steading a constitution, and present in the constitution of constitution of an organization organization, in the process of such joint notivity, some of the constitution of the consti

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other is that a cooperative movement divided within itself is a very imperfect instrument wherewith to unify a divided church. It may well be that our greatest possible service to the ecumenical cause would be to express the degree of unity we now possess through a comprehensive organization of our cooperative endeavors in one integrated structure which would lift this whole effort into a position of high visibility.

Those, then are the arguments for closer relationships -

As an ossential step in creating an integrated cooperative movement;

As a recognition of the essential inter-relatedness of the functions and interests of these agencies;

As a practical measure for increased efficiency and economy in operation;

As a dramatic and convincing domonstration of the churches desire for unity.

III. Practical Alternatives -

Assuming, as this Committee does, that the need of closer relationships among these general agencies is clear, what are the advantages and disadvantages of the various procedures by which this end can be achieved? The Committee has examined four alternatives, each of which it proposes to examine in some detail in the succeeding sections of this report. The Committee is not now recommending any particular one of these but will state what it considers the pros and cons for each. These four proposals are as follows:

- 1. Proposal A An expanded program of inter-council cooperation within the present organizational structure. This implies the development of somewhat more formal channels of inter-council activity, perhaps on the general model of the Inter-council Field Department, accompanied by an effort on the part of each agoncy to simplify and improve its own organization.
- 2. Proposal B A supplementary inter-council service agency. This implies the retention of the existing agencies and the creation by them of a new joint agency which will carry for all of the present councils cortain common services and functions.
- 3. Proposal C A new corporate agency to succeed all of the existing councils. This implies that all of the functions relationships and responsibilities of the present agencies will be combined in a single corporate structure.
- 4. Proposal D A new corporate agency to succeed some of the existing councils. This implies the creation of a new organization to succeed those present agencies whose primary responsibilities are in relation to the home church, with suitable cooperative relations with other councils which continue as at present.

In its examination of these four proposals the Committee is not presenting in any case an actual blue print of organization but is limiting itself to an outline of general principles and procedures. In considering these successive statements it should be borne in mind: first, that everything done under Proposal A will also be done under Proposal B, and with a simpler operating form; second, that everything included under Proposal B will be incorporated in Proposal C; that everything included under Proposal C, except that it is more limited in that Proposal D is essentially like Proposal C, except that it is more limited in scope and will therefore involve cooperation with other agencies along the line either of A or B.

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PART IV.

PROPOSAL A - EXPANDED INTER-COUNCIL COOPERATION

- I. This proposal does not contemplate any necessary change in the basic organizational structure of any of the agencies. It recognizes and builds upon the many different forms of inter-council cooperation now under way. Its most obvious characteristic is its complete flexibility. Any given piece of cooperative work can be initiated, carried on, discontinued, irrespective of the attitude of the agencies concerned toward any other project. In any given instance those agencies which desire to cooperate can do so even though other agencies do not. Projects can be undertaken and, if they do not prove fruitful, can be given up, or they can be entered into for definitely limited periods of time, without occasioning serious organizational adjustments. On the other hand, there is nothing to prevent the agencies from giving to any particular project whatever degree of formality, elaborateness and permanence they may consider appropriate.
 - II. The starting point would naturally be the forms of inter-council cooperation now being carried on. Where appropriate these should be enlarged to include other agencies than those now participating. These may be classified as follows:
 - 1. Projects of general and relatively continuing interest -

Intercouncil Field Department (7 agencies)
Association of Council Secretaries (7 agencies) in addition to state and local councils)
United Christian Youth Movement (6 agencies)
United Christian Adult Movement (6 agencies)
National Christian Mission (3 agencies)
University Christian Mission (4 agencies)

2. Projects of temporary or emergency character -

Christian Commission for Camp Communities (3 agencies)
Committee to Study Bases of Just and Durable Peace (3 agencies)
Committee on Foreign Relief Appeals in the Churches (2 agencies)
Committee on Christian World Convocation in 1942 (2 agencies)
Church Committee on China Relief (2 agencies)
National Committee of Church Women (3 agencies - will be supplanted by new council of women)

3. Projects of specialized or limited interest -

Joint Committee on Christian Family Life (3 agencies)
Silver Bay Conference Committee (3 agencies)
Pacific Territorial Conference Committee (3 agencies)
Committee on Town and Country (2 agencies)
Church Building Committee (2 agencies)
Committee on Home Missions and Christian Education (2 agencies)
Committee on Sharecropper Projects (2 agencies)
Committee on Training for Rural Work (3 agencies)
Joint Field Studies in Comity and Cooperation (2 agencies)
Committee on Churches in Canal Zone (3 agencies)
Africa Welfaro Committee (2 agencies)
Committee on International Relations and World Peace (2 agencies)

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- 4. Informal cooperation The possibilities of informal cooperation through cross representation, by staff or other personnel, on committees and commissions, at annual meetings, in occasional joint meetings etc., are limited only by considerations of available time and physical strongth.
- III. Many proposals have been made for additional forms of inter-council cooperation. The following seem most significant:

1. Projects of general and relatively continuing interest -

- a) An intercouncil research department, for basic studies in the whole field of the church's interest, to be organized somewhat on the basis of the Intercouncil Field Department.
- b) A joint department of financial cultivation, with particular reference to individual and foundation gifts. This would have something of the same significance as unified promotion of denominational causes or a community chest in relation to community social agencies.
- c) Some form of inter-council planning or strategy beard which would have in view the integration of the total programs of the council. This might be a staff agency or include both staff and other personnel. It should have regular meetings at least quarterly.
- d) A joint editorial and publication agency. It is possible that the M.E.M. might serve this purpose for the other agencies.
 - e) A joint radio department.
 - f) A joint public relations department.

2. Projects of more specialized or limited interest.

- a) The proposal now being studied for a general convocation to be hold concurrently with general denominational meetings.
- b) It is difficult to conceive of any interest of any of the councils which might not profitably lend itself to some form of intercouncil cooperation and clearance. This is true of all functional interests as Christian education, evangelism, worship, social action, stowardship; of all approaches to the special needs of racial groups or of particular types of community life; of all considerations dealing with the education of a professional or lay leadership; of the techniques required for the cultivation of particular age groups; of problems growing out of general crises or emergencies, including questions of relief, of contacts with governmental agencies, of aspects of international relations.

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It seems unnecessary to attempt to formulate a definitive list of possible projects beyond those now under way. The following, however, are among the areas of interest suggested for such development:

- (1) "The effective correlation in Christian Education of the programs of worship, study, social action, service and giving as developed by educational and missionary organizations."
- (2) The relation of missionary responsibilities for work in Europe to the Federal Council's Commission on Relations with Churchos Abroad.
- (3) The involvement of foreign missionary interests in the consideration of international relations and of any future peace treaty.
- (4) "Specific developments of cooperative processes in dealing with foreign students, minority groups, deputations from and to churches abroad, refugees."

IV. Advantages and Disadvantages

- L. The principal advantages of this proposal are:
- a) Its organizational informality. Generally speaking, no organic or constitutional changes are required. Denominational constituents of any council, reluctant to be involved with other councils, need not be formally committed. Each organization involved in any particular project retains full freedom of action and can set definite limits to its responsibility.
- b) Its flexibility. Being essentially a 'one cell at a time' process, adaptation to changing conditions is relatively easy.
- c) Its experimental character. As far as it goes it represents a genuine experience of cooperation out of which may develop, in time, a desire and readiness for some more adequate measure of unity.
 - 2. The principal disadvantages are:
- a) Its cumbersomeness. Already, as almost everyone realizes, the number of separate committees, commissions and conferences required to keep the wheels going in cooperative work is almost intelerably great. Any considerably expanded offert in this field would be likely to fall of its own weight.
- b) Its partial and tentative character. In the very nature of the case, it must impress the observer as evidence of a lack of readiness for full cooperation. A process that might seem like a long step toward unity, when sectarian agencies are concerned, is likely, when it concerns agencies established to further the cause of cooperation, to seem a sign of reluctance for unity.
- c) It provides no adequate basis for integrating local denominational and interdonominational agencies into a total cooperative program. This seems to many the most serious disadvantage of our present organizational set-up and a definite obstacle in the way of developing a genuine ecumenical movement.

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PART V

PROPOSAL B - AN INTER-COUNCIL SERVICE AGENCY

I. This proposal has the same point of departure as Proposal A, namely, the existing forms of inter-council cooperation. Like that proposal it does not contemplate any necessary changes in basic organizational structure. A third point of similarity is that its range of interests may include any or all of the interests covered by Proposal A. Its method, however, is more formal, its field more sharply delimited, its structural basis more substantial and permanent.

The principal elements of this proposal are the following:

- l. The cooperating agoncies shall create a supplementary or intermediate organization which might be known as "The Inter-council Service Agency". (Other names suggested are "The United Church Councils" or "The Associated Church Councils or "The Inter-Council Service Federation".)
- 2. The functions of this agency shall be strictly limited to those common services which are entrusted to it. With respect to these it shall have autonomous authority but it shall not be expected to take the initiative in extending its area of operation except by recommendation to its constituent agencies.
- 3. This agency shall be subject to and shall have its direct relations with its constituent agencies. It shall not have direct relations with denominational agencies or churches as such.
- 4. Its governing body shall be a Commission consisting of a stated number of representatives from each member agency. It is suggested that this be 20 each in the case of the Federal Council, International Council, Home Missions Council and Foreign Missions Conference, and 10 each in the case of the other agencies.
- 5. It shall organize departments, with corresponding committees, for such services as it is to render. Committees may include members outside of the personnel of the Commission itself.
- 6. The budget of the Commission should be provided wholly by the supporting Councils on such a basis as shall be determined.
- 7. It shall have a joint staff selected by and directly responsible to it for the performance of the common services for which it is made responsible.
- II. Among the basic interests, for the development of which departments should be established, are the following:
 - 1. Field Department.
 - 2. Department of Research and Field Survey
 - 3. Dopartment of Morcy and Rolief.
- 4. Department of Financial Promotion, with responsibilities in the fields of publicity and financial cultivation.
 - 5. Dopartment of Religious Radio.
 - 6. Editorial and Publication Department.
 - 7. Department of Public Relations.

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- III. Specific general responsibilities, not organized as departments but designed to further the integration of cooperative programs, might include the following:
- 1. To serve in conjunction with staff and other representatives of the cooperating agencies as an inter-council planning or strategy board.
- 2. To assemble and conduct occasional plonary conferences on the whole field of the cooperative work of the churches for the purpose of developing attitudes favorable to further cooperation and unity.
- 3. To sorvo as a direct link between the general agencies and the Association of Council Secretaries.
- IV. While, obviously, the utility of such an agency is chiefly in fields which, first, are of concern to all of the councils, and, second, represent collatoral rather than primary functions, it might also assume the responsibility to organize and direct any of the existing or suggested forms of intercouncil cooperation noted under Proposal A. To this end, in addition to its permanent staff, it might develop a cooperating staff drawn from the staffs of the Councils or of their constitutent units.

V. Advantagos and Disadvantagos -

- 1. The principal advantages of this proposal are:
 - a) It is clear-cut and definite. The field of peration of this agency would be clearly delimited and the extent and significance of its responsibilities easily understood.
 - b) Having a permanent organization and staff, it would give a degree of continuity and cumulative significance to cooperative projects which they now lack.
 - c) In at least some areas of common concern it would serve as a point of contact between the general agencies and the state and local agencies, thus filling one definite need.
 - d) It could give more effective supervision to the various cooperative projects undertaken, particularly where they are complicated or highly technical in character.
 - e) Since it does not call for any change in the corporate structures of existing councils, it might prove more acceptable to many and yet might provide an experience in successful cooperation out of which a more complete structural unity might later emerge.
 - f) It would be relatively easy to launch, since it morely requires the assent of the councils themselves and could be undertaken with reasonable hope of success even if some of the councils did not agree to cooperate.

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2. The principal disadvantages are:

- a) In appearance, at least, it would seem to increase the already existing confusion by adding to the present agencies a ninth agency. If it were given a really significant range of responsibilities, it would be difficult to explain why corporate unity would not be a simpler and more legical answer in the presence of so many common and overlapping interests.
- b) While such an agency would probably increase efficiency it would doubtless also increase expense. The specialized staff which would be required would not materially reduce the staff requirements of the councils since many of these common functions are now carried by staff members having other duties in fields which would remain the direct responsibility of the several councils.
- c) Like most compromise proposals, it would not be likely really to satisfy anyone. To some it would soom to be a step to limit the authority of the councils and to restrict their independence of action. To others it would soom to be only a half-step, and appearance of unity without its substance, and actually designed to retard unity by seeming to reduce the necessity for it.

PART VI -

PROPOSAL C - A SINGLE CORPORATE AGENCY

I. This proposal contemplates the creation of a new, single corporate agency to succeed and replace all of the present general agencies included in this study and to combine all of their interests and functions. Such an organization would be conceived of as a comprehensive manifestation of the cooperative spirit of American Protestantism and as a central link in an integrated commencal program. It would have organic relationships with the churches as such; with their functional and administrative agencies for missions, Christian Education and related causes; with cooperative organizations in local communities, states, provinces or regions of the United States and Canada; with cooperative organizations in other lands; and with any international or world-wide cooperative organizations.

II. Basis of Organization -

- 1. Name The name suggested for this agency is "Council of the Churches of Christ in North America".
- 2. Method of organization The process of offecting the organization would include the following stops:
 - a) Approval by the governing body of each present council and by those denominational and other agencies which, by its present constitution, make up its constitutent membership;
 - b) Approval by the constituent churches according to their respective polities.
 - c) Formal action by a fully representative constitutional convention called for this purpose.

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3. Incorporation - A new charter should be secured. It does not seem desirable to use the charter of any one of the now incorporated agencies. It would be necessary for legal counsel to draw up the new charter and to indicate necessary amendments in existing charters to permit merger without jeopardizing financial or other interests.

4. Statement of purpose -

The objects of the Council should be stated -

- a) In general terms as to manifest the essential unity of the cooperating churches in spirit and purpose for the furtherance of their common mission in the world:
- b) In terms of specific functions as to advance the objects and purposes and to carry on the work of these interdenominational agencies which agree to enter into this plan, together with such additional objects and purposes as may, from time to time, be agreed to by the cooperating churches;
- c) In terms of ecumenical relationships as to constitute the North American unit in an integrated organization of cooperative Protestantism.

5. Basis of membership -

- a) Complete membership, i.e. adherence to the Council as a whole will be by action of the appropriate ecclesiastical authorities of the cooperating denominations, with such concurrent action, in each case, by functional agencies and other denominational units as may be possible or desirable.
- It is suggested that those denominations which are prepared to take this step be asked to adopt a comprehensive statement of cooperative purpose which each would recommend to its constituent units and individual congregations for the purpose of undergirding the entire cooperative movement.
- b) Partial or limited membership; those denominations which are not prepared to accept complete membership will be urged to identify themselves with particular divisions, departments or functions of the Council. This may be either by ecclesiastical authority or by action of an individual board or functional agency of the denomination.
- c) Hembership of territorial or local interdenominational organizations: provision should be made for organic relationship to the Council of sub-national organizations which are constituted by the official action of denominational bodies within their respective areas of operation and which in their organization and objects, conform to such standards as the Council shall set.
- d) Organizational membership: provision should be made for adherence to the Council of other general organizations having related interests and responsibilities and which operate in cooperation with the denominations constituting the Council.

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III. Constitution of Central Plenary Body -

- 1. The ultimate control shall be through a central plenary body or Council, initially consitituted by the denominations accepting complete membership. A formula should be worked out which might provide for denominational representation on this Council on some such basis as the following:
 - a) At least five for each denomination;
 - b) Additional representation on the basis of total communicant church membership;
- c) Additional representation on the basis of total annual expenditures through boards or functional agencies corresponding to the main divisions of the Council's work.
- 2. Denominations which, by official ecclesiastical action, accept partial or limited membership should, if they desire it, be accorded representation on the plenary body proportional to annual expenditures within the fields covered by such limited memberships.
- 3. Sub-national interdenominational agencies should have direct representation on the plenary body, the individual representatives being limited to members of denominations constitutent to the Council and subject to their official approval. The detailed basis of this representation should be worked out in cooperation with the Association of Council Secretaries.
- 4. Other organizations adhering to the Council should have a stated and uniform basis of representation on the plenary body by persons of their own selection.
- 5. Provision should be made whereby the plenary body, constituted as a bove, may add to its membership a class of "Members-at-large", in order to secure the services of persons who can bring a special contribution to the Council, such members being limited to persons who are members of constitutent denominations and being subject to ratification by their respective denominations.
- 6. Definite constitutional provision should be made whereby the appointments of each member denomination to the plenary body should
 - a) include representation of each of its major boards or functional agencies corresponding to divisions of the Council's work;
 - b) approximate as closely as possible an equal division between professional and lay representation both men and women;
 - c) include representatives of special racial and occupational groups;
 - d) be distributed by regions so as to be thoroughly representative geographically.

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IV. Functions of Central Plenary Body -

- 1. The constitution should explicitly provide that the plenary body of the Council has no administrative control over the constitutent denominations as such or over their respective boards and agencies.
- 2. The principal functions of the plenary body, to be carried out by it directly, or through some ad interim body, as Executive Committee, of its own creation, or through staff representatives, should include the following:
 - a) The general oversight, review and coordination of the whole field of work of the Council;
 - b) All ecclesiastical actions as such, where the constitutent churches in their plenary capacity are acting through the Council;
 - c) Actions and basic studies concerning the relations of churches as churches with one another;
 - d) The making of representative utterances as the "voice" of all the churches;
 - e) The relations of the Council to still larger cooperative bodies (as the World Council of Churches); a special section should be created, composed of official representatives of denominations adhering to the World Council of Churches, as the Morth American Section of that Council;
 - f) Relations of the Council to government and to the general North American public.
- 3. The various 'service' agencies of the Council shall be under the direct administration and control of the plenary body.

V. Executive Committee -

In Executive Committee should be created by the plenary body and should have its full powers ad interim.

This Executive Committee, while small enough to permit it to meet with reasonable frequency and really to direct the on-going work of the Council; should, in general, be so constituted as to be representative of all the bodies, interests and types of personnel included in the membership of the plenary body itself. If at all possible, provision should be made to meet the necessary travel expense of members in attending meetings of the Executive Committee.

The Executive Committee should be authorized to create a small Administrative Committee with assigned and limited adinterim administrative responsibilities; also such other standing or special committees as may be necessary or convenient for the discharge of its responsibilities.

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VI. Operating Divisions -

- 1. The basic work of the Council, other than those interests reserved to the plenary body itself, shall be conducted through Operating Divisions, the distinctions between which are broadly functional. While each of these Divisions will have the primary responsibility to develop the basic philosophy and the requisite programs and procedures within its assigned field, it should be understood that there will be a large degree of inter-divisional cooperation and exchange of ideas and that in various particulars, as in the approach to special constituency groups, definite channels of inter-divisional joint activity will be provided. All of the divisions will utilize the various Service Departments of the Council.
- 2. At the outset, assuming that all of the present agencies approve of the new Council, there shall be six Operating Divisions. Others may be established, if required, by the plenary body. The initial Divisions will be:

a) Division of Worship and Evangelism,

This Division will include the present functions of the Department of Evangelism and Committee on Worship of the Federal Council and the functions of the United Stewardship Council. It might have three Departments corresponding to these interests.

b) Division of Christian Education.

This Division will include substantially all of the activities, other than promotional and fiscal, of the International Council. Of the list of program activities of that Council given on pages 31 and 32 of this report all except items (7),(9),(11), (12), (14), and (16) would be represented in the responsibilities of the Division. Provision would be made in its organization for the various age-group and technical specializations represented in the present Council.

c) Division of Christian Social Action.

This Division will include the present functions of the Department of the Church and Social Service, Department of Race Relations, Committee on Religion and Health of the Federal Council, and certain interests, not separately departmentalized, of the International Council, Home Missions Council and Foreign Missions Conference.

d) Division of Institutions of Higher Education.

The functions of this Division will, in general, correspond to those now carried by the Council of Church Boards of Education.

e) Division of Foreign Missions.

This Division will, in general, correspond to the Foreign Missions Conference.

f) Division of Home Missions.

This Division will, in general, correspond to the Home Hissions Council.

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3. It should be noted that certain interests of the present agencies are within the range of functions reserved to the plenary body itself. Other interests, notably research, radio, publications, promotion, public relations, field activities and finance, will be cared for by the Service Departments.

4. Characteristics of Operating Divisions -

- a) Each Division will be authorized to establish and maintain direct relations with the denominational boards and agencies corresponding to its field of operation, including those of denominations not included in the constituent membership of the Council, and with other organizations carrying similar interests.
- b) Each Division will have related to it, for the general direction of its work, a representative commission constituted, primarily, of official representatives of its corresponding denominational agencies.
- c) Within the limitations of the constitution of the Council and of such general actions as may be taken by the plenary body, each Division with its corresponding Commission will be accorded a substantial measure of autonomy in the discharge of its assigned functions. This autonomy will be in relation to the following general understandings:
 - (1) No actions will be taken which impinge upon functions reserved to the plenary body itself without specific authorization;
 - (2) Financial commitments will be subject to authorization by the Executive Committee:
 - (3) The work of each Division will be subject to review by the Staff of the Council as a whole and by the Council itself.
- d) The Commission of each Division may create such departments within the Division and such special departmental or other committees as it may deem necessary or desirable.
- e) The Commission of each Division may establish such professional advisory sections as it may deem desirable and may determine their membership and methods of operation.
- f) Each Division will be expected to cooperate with the Department of General Promotion in furthering the total interests of the Council and, specifically, in securing the funds necessary for its own work. However, no Division shall be required to underwrite or become wholly responsible for its own budget.
- g) In general, effort should be made to secure a full measure of participation in the work of each Division on the part of lay representatives, both men and women, and of young people.

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VII. Service Departments

- l. For the service of the Council as a whole, of the various Operating Divisions, and of the various sub-national cooperative organizations and the Denominational agencies constituent to the Council, Service Departments shall be established and maintained under the Direction of the Executive Committee of the Council.
- 2. At the outset, there shall be ten such Departments, in addition to the Treasurer's Office. These may be added to or discontinued as the Executive Committee may determine. The initial Departments will be:
- a) Department of Field Service. The functions of this Department will, in general, correspond to those of the present Intercouncil Field Department. Specifically, it will represent the Council in its relations with all sub-national cooperative organizations, will clear all major field programs, and will be responsibile for the cultivation of unorganized areas.
- b) Department of Research and Field Survey. This Department shall be responsible for basic research in the entire field of the Council's work as well as for such field surveys as may be required. It will thus continue the work being carried on now through the research departments of the Federal Council, International Council, and Foreign Missions Conference and the work in this field, not separately departmentalized, being done by the Home Missions Council and Council of Church Boards of Education.
- c) Department of Missionary Education, with the responsibilities now carried by the educational division of the M.E.M. This Bepartment should also provide editorial service for all periodicals and other publications of the Council.
- d) Department of Publication, with responsibility for the printing and circulation of all publications of the Council.
 - e) Department of Financial Promotion.
- f) Department of Mercy and Relief, for the coordination and direction of all emergency and relief appeals.
 - g) Department of Religious Radio
- h) Woman's Department, for the cultivation of the interests of organized groups of women and for channeling down to them the full program of the Council. In general, this Department will represent the field of interest of the united woman's council now in process of formation.
- i) Young People's Department. This Department, similarly, will serve in relation to organized young people's groups and will seek to further the participation of young people in the whole program of the Council.
- j) Department of Public Relations. This Department should be conceived of in a much broader sense than just publicity for the work of the Council. Its major functions are to develop public attitudes favorable to the objectives of the Council, to create an informed public opinion on questions and issues related to the work of the church, to interpret the mind of the church in relation to questions of public policy, and to cultivate the relations of the Council with public and semi-public agencies. One of its responsibilities might well be to promote the participation of laymen in the work of the Council.

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k) Treasurer's Office, with the usual functions concerned with the receipts, disbursement and investment of funds, care of properties owned, and office management.

3. General Characteristics -

- a) The Executive Committee shall appoint, or authorize the appointment of a committee to cooperate with each Department. In the case of the Department of Missionary Education this Committee shall be composed of official representatives of cooperating Home and Foreign Missionary Boards and Boards charged with responsibility for missionary education, constituted somewhat as the Board of Managers of the M.E.M. is now constituted and with such standing sub-committees as it may determine. In the case of the Treasurer's Office, there shall be a Finance Committee, with such standing sub-committees as it may determine, charged with the oversight of all activities of the Treasurer's office and responsible directly to the Executive Committee.
- b) The Departments under b), c), h) and i) of the foregoing list shall be understood to have the same general measure of autonomy, subject to the same limitations, as the Operating Divisions.
- 4. If other interests reserved to the plenary body of the Council as such require specialized staff attention, special departments or commissions may be established to care for them. Such interests might be

Study of Church Unity; Relations with Churches Abroad; International Relations and World Peace.

VIII. Staff Organization.

1. Executive personnel.

- a) The Council will have a General Secretary, charged with responsibility for the oversight, direction and coordination of the work of the Council as a whole.
- b) Heads of Operating Divisions will have the title of Executive Secretary, heads of Departments the title of Secretary, except that the head of the Treasury shall be known as Treasurer.
- c) Assistants to the General Secretary, the Executive Secretaries, Secretaries and Treasurer may be appointed as required.

2. Staff Council.

There shall be a Staff Council composed of all members of the Executive Staff, under the chairmanship of the General Secretary. This will have frequent and regular meetings and will be charged to review the programs of the several Divisions and Departments and to consider necessary adjustments and common procedures. Since the Council should regard itself not as a loose federation of autonomous units but as a well integrated and thoroughly unified agency, the Staff Council may actually perform a very important function in developing common points of view so that the entire program may be the result of group thinking.

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3. National Staff.

There shall be a National Staff, meeting annually, composed of the members of the Staff Council and the executives of all affiliated agencies in regions, states and communities. Its functions will be, broadly, in the field of general policies and relationships from the point of view of developing a unified ecumenical movement.

IX. General Considerations -

l. It should be noted, first, that the significance of this proposal is in relation to its general outline rather than to any specific organizational detail. Its essential features are -

A comprehensive, unified program;
A representative plenary body;
Operating Divisions on broad, functional lines;
Technically competent Service Departments;
An integrated staff organization;
Organic relations with cooperative organizations
on other levels.
A method of relating to the total program all
special groups.

2. It should be noted, further, that all the facilities of the Council will have in view the service of cooperative agencies on other levels as well as the needs of the Council itself; and that these other agencies will have in view the advancement of the major objectives of the Council, since they will be an integral part of the Council organization.

X. Advantages and Disadvantages.

- 1. The principal advantages of this proposal are:
- a) It assures the continuance, within a common frame work and in relation to common objectives, of all the essential features of the present agencies without blurring or loss of their distinctive character. Special denominational or other agencies and special constitutency groups which have had relations with particular interests may continue to be directly related to these same interests.
- b) It should effect completer and easier coordination of the activities carried on by the present cooperating organizations, as parts of a single comprehensive whole, which constitute their united Christian service to North America and to the world. There will be fewer bottlenecks, less duplication, smaller chance of lost motion or of friction.
- c) Corporate unity will make natural and inevitable a larger and more effective use of common scrvices, thus jointly facilitating all phases of the work to an extent which cannot be separately achieved.
- d) The plan for a single corporate body will afford a more effective channelling of the whole range of cooperatively undertaken interests and activities throu h denominational and territorially federated agencies, down to the "ultimate consumer" represented by local denominational units, congregations and local church groups. It approaches to subordinate corporate agencies and local churches will be simpler, more precise, more effective all along the line.

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- e) The creation of a single corporate body of interchurch agencies constitutes a stronger witness to the unity of the church. It will have a different psychological effect upon the whole Christian constituency. The constituency is not likely to believe that inner unity is sufficiently strong until it sees such unity structurally confirmed and expressed.
- f) The creation of a single corporate body will bring to all the now separately organized parts a fuller experience of belonging to the whole process of Christian cooperation in America. There will be a stronger sense of backing by the power of the total movement and the participants will have richer personal relations as members one of another in a common organization as well as a common task.
 - 2. The principal disadvantages are:
- a) In view of the differences in the denominational constituencies of the present agencies, there is a possible danger that an inclusive agency would not secure the support of some denominations or denominational agencies.
- b) In any comprehensive merger of organizations there is a possibility of loss of some part of the present financial support.
- c) The extent and variety of the interests and activities involved would require that such an agency be, at best, a relatively complex organization.
- d) Necessarily, a corporate agency such as is here proposed would have more structural regidity than the less formal types of inter-council co-operation. If such a plan did not work out successfully it would be far more difficult to withdraw from it than from less formal projects. There is, therefore, much more at stake in launching it.
- e) The process of carrying this proposal into effect would inevitably be very complicated and difficult.

PART VII -

PROPOSAL D - A NEW CORPORATE AGENCY OF LIMITED SCOPE

- I. The essential point of this proposal is that if all of the existing general agencies are not prepared to create a single corporate agency as in Proposal C, a new corporate agency of more limited scope might be created to succeed those of the present councils which have their primary relation to the home field. These are the Federal Council, The International Council, the Home Missions Council, the Council of Church Boards of Education and the United Stewardship Council. The elimination from this proposal of the Foreign Missions Council would probably also eliminate the M.E.M. and the Woman's Council, both of which are equally related to Home Missions and Foreign Missions.
- II. No detailed description of this roposal seems necessary. Its organization would follow the same general pattern outlined in Proposal C except for the elimination of certain functional interests and hence of the corresponding units of the organization.

From the list of Operating Divisions, the Division of Foreign Missions would be omitted.

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From the list of Service Departments the Department of Missionary Education would be omitted.

Certain other Divisions and Departments would have a somewhat more limited scope than indicated in Proposal C_{\bullet}

III. Necessarily, the significance of such an agency in relation to the total ecumenical movement would be less. Its utility in relation to the cooperative organization of Protestantism in local areas might be substantially the same.

Such a council would face the necessity of developing cooperative processes between its own operating units and those councils which continue separate operation. It would thus only partly escape from the complexities of the existing situation.

With these modifications, most of what is said of Proposal C applies to this proposal also.

PART VIII

CONCLUSION

The Committee fallly appreciates the inadequacy of the analysis it has been able to make. There should be further study both of the fields of work of the general agencies and of the organization, work, relations and needs of the subnational organizations. There should also be an actual blue-printing of any particular type of closer relationships deemed desirable.

As said earlier in this report, the Committee presents its factual analysis and outline of proposals without specific recommendations. It does, however, voice its earnest conviction as to the importance of this study and as to the need of effecting the closest possible relationships among these agencies.

Regarding this Study Conference as a stage in a continuing process, the Committee assumes that the Conference will formulate a judgment as to the direction in which this process should move and will indicate what further steps should now be taken.

Respectfully submitted,

AD INTERIM COMMITTEE ON THE STUDY OF CLOSER RELATIONSHIPS -

Luther A. Weigle, Chairman H. N. Morse, Secretary

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